

Control No.

NOTICE OF RESULTS
(Joint Assessment)

Republic of the Philippines

Regional Office Address

(Joint Assessment)		onal Office No.	Tel. No.: 23	4-3317
NAME OF OWNER/PRESIDENT/MANAGER Nathaniel Kaw	NATURE OF BUSINESS Retail	DATE OF ASSESSMENT October 21, 2014	DATE OF LAST ASSESSMENT NAD	AUTHORITY NO. <i>JA-2014-10-TCFO-</i> <i>515</i>
NAME OF ESTABLIS Gomeco Metal Corp. (Man			DRESS OF ESTABLISH North Road, Paknaa	

The following deficiencies were not complied:

### General Labor Standards:

1. Proof of remittance and coverage of SSS, Philhealth, Pagibig.

## Occupational Safety and Health Standards: 1. Rule 1020 (Registration of Establishment). 2. Policies on HIV/AIDS, Hep. B, TB, Drug Free Workplace. 3. Anti-sexual harassment policy with CODI.

Any questions on the above findings shall be submitted to this Office within five (5) days from receipt of this Notice and correction thereof shall be done within ten (10) days. This notice shall be posted conspicuously in the premises of the workplace. Unauthorized removal of this Notice by any person shall be dealt with law.

SERVED BY:		SERVED TO:									
Signature Printed Name:	Date:  [Process Server]	Signature Printed Name: Position/Designation:	Date:								
Ray Martin G. Codinera Labor Laws Compliance Officer											
	Labor	Laws compnance officer									

Documents Attached:		
( ) Affidavit of employee/s interviewed	( ) Certified True Copy Payrolls	
( ) Computation sheet for wages due	( ) Daily Time Records	
No. of sheets	( ) Employment Contracts	
( ) Restitution Payroll	( ) Others, specify	





## 

FORM 6

Control No. \_

1		OGEMENT RECEIPT Assessment			
NAME OF OWNER/PRESIDENT/MANAGER Nathaniel Faw	NATURE OF BUSINESS	DATE OF ASSESSMENT	DATE OF LAST ASSESSMENT NAD	JA-2014	212
Gome co Matal Gorp. 1	mandane bra		man dans	Eny North	Road,
I hereby acknowledge that I have s in the Electronic Assessment Check	een, read and unders	tand the findings of the a	ssessment conducted	as reflected	
The result of which are as follows:					
ON GENERAL LABOR STANDARD	S (GLS):				
Underpayment of wages Non-payment of COLA (per Wage Or No records keeping (Payroll /payslip) No Meal period No Weekly Rest Periods No Overtime pay/premium No regular holiday/premium No premium pay for Special Day No premium pay for Rest Day No Nightshift Differential pay No Service Incentive Leave pay No/Non-payment of Separation pay No/Non-payment of Maternity Leave No/Non-payment of Paternity Leave No/Non-payment of Solo Parent No/Non Coverage/remittances of Solo No Alien Employment Permit No copies of service/confract of No D.O. 18-A certificate and Rule 1	with signature ) prese	g-lbig (2014) o-contractor/s presented			
OTHER NOTED DEFICIENCIES OF G	iLS:		·		
				-	
III. OCCUPATIONAL SAFETY AND F  No Policies and Porgrams on the a Anti-Sexual harassment with C b brug-Free Workplace c HIV/AIDS d Hepatitis B e. Tuberculosis  No Administrative Reports Subma. Minutes of Meeting on Health b. Employee's Work Accident/c. Annual Work Accident/liness d. Annual Medical Report	e following: ODI hitted: & Safety Committee Illness Exposure Data Exposure Data	- Fule 1020			
In view thereof, an Action Plan to otherwise, a Notice of Result shall	correct/rectify the aford be issued.	-	Landa to the state of the same	days upon receipt	hereof,
(Employees' Representative) EXPLAINED TO AND RESEIV Signature Printed Name: Position/Designation:	Date:	Signature Printed Name: Position/Design	ND RECEIVED BY:	NOTTICEN	
	ASSES Signature LLCO	Ray Martin (		·	·

NO.	TICE TO THE EMPLOYER
If no action plan was formulated during the conduct of Joint-assessment, the employer sl Officer. The employer shall submit the accomplished Details of Action Plan to the Region issued.	hall formulate the said action plan based on the accomplishment checklist Issued by the Labor Laws Compliance all Office within ten (10) days from the conduct of joint assessment, otherwise, a Notice of Results shall be
Part VI FOR LABOR LAW	S COMPLIANCE OFFICER USE ONLY
1st Assessment Brief Summary of Findings & Recommendation:	Follow-up Assessment  Brief Summary of Findings & Recommendation:
Conducted By:  Pay Martin bodines  Namy and Position of LLCO  Date 10/	Conducted By:  Name and Position of LLCO  Date
1. Ut have the transfer Representative  2. Constitution of the transfer of the	Findings/Recommendation explained to:  1.  Name & Signature of Employer's Representative  2.  Name & Signature of Employees' Representative
Name & Signature of Employees' Representative	LABOR RELATIONS CONCERNS
Kapafiran   Labor and Employment Education Service   Basic Occupational Safety and Health   Family Welfare Program   Labor-Management Cooperation   Productivity Improvement Programs   ISTIV Bayanihan Program   WISE Program   Livelihood Assistance   Employee's Compensation and Rehabilitation   Request Specific Assistance in:	Freedom of Association Untair Labor Practice Cite:  with Labor Management Council with Grievance Machinery with Collective Bargaining Agreement
Part VII REGIONAL OFF	ICE USE ONLY
STATUS/ACTION TAKEN/RECOMMENDATION:  (For monitoring purposes, please indicate the date.)  Denied Access-Notice of Results issued Cannot be located For Follow-up Assessment Issued Notice of Results For Mandatory Conference For Issuance of Certificate of Compliance COC on GIS issued COC on OSHS issued COC on LSCC Issued Incentivizing Compliance Program Awarded Incentivizing Compliance Program Awarded Incentivizing Compliance Program Awarded COC on LSCC Issued Incentivizing Compliance Program Awarded Incentivizing Compliance Assistance Leading for Industrial Peace Seffecting Plant Level Restitution/Correction Amount Involved Workers Benefited Provided Approprise Assistance Leading to Compliance Specify assistance:  Review and Evaluated By:  FO/DO/TSSD Chief	For Submission of action plan/Checklist issued For Submission of Status Report Fully Implemented Action Plan For Issuance of Compliance Order Compliance Order Issued Work Stoppage Order Issued Appeal Filled For Issuance Writ of Execution For Publication For Publication For Referral to TCCLS For Issuance of TCO TCCL Issue  Referred to FOR REGIONAL DRECTOR Date:  Date:    Submitted   Submi
DOCUMENTS ATTACHED:  TRANSCRIPTI  Notice of Results	ON OF RECORDS IN CASE OF VIOLATION  Production Records  Payroli Restitution
☐ Notice of Results ☐  Affidavit of Employees Interviewed ☐  ☐ Payroll ☐	Daily Time Records Others Computation of Backwages

# Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No. \_\_\_\_\_ (Address)

REPUBLIC	OF	THE	PHILIP	PINES)
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	been sworn in accordance with law, depose and say:	distribution of the second of
naving	been sworn in accordance with him, deposit and	GIDINECO META GROWDCated at
1)	I am working/employee of NAC	STO TOTAL TOTAL STORY
	- VPV TIPE	AL MARCHE KOLD
2)	The owner /president /manager of the Company is	paplaniel kaw
3)	The nature of the Company's / Employer's business is:	t supply from not equip any of the foreign may be sented.
3)	Retail	L Agriculture
	☐ Wholesale	□ Construction
	☐ Service	Others:
	☐ Manufacturing	
	to him cian	and my work schedule is from
4)	I work as technician	II 10 days Leave for Victims of Violence agoilles, North
	2 - X pm mon 3	A J \ max lana viceo mid artt m aointu midel en el sestF\ el evalT · · (ti
-5)	The current number of employees of the Company/En	nployer:
3)	less than 10 employees and a discontinuous and an	
	☐ 51-199 employees	☐ 200 and above employees
		i) I receive / I do not receive my 13th month pay.
6)	Currently, my employment status is:	Contractual Others:
	☐ Apprentice ☐	Probationary
	☐ Learner	Regular
	☐ Casual	
7)	I started working in the Company / my Employer on	June 2, 2014
8)	My salary/wage is computed on:	☐ Piece rate basis
0,	Daily basis	☐ Piece rate basis ☐ Others:
	☐ Commission basis	U Others.
	☐ Monthly basis	2.13
	Pakyaw basis	with COLA of
9)	Pakyaw basis  My daily salary rate/monthly salary/rate per piece is	IN WITHERS HEREOF, I have been no affixed my signature
10)	I receive my salary every:	
10)	Heceive my salary cross-	the net new shown in the new slip.
11)		ive/ I do not receive the net pay shown in the pay slip.
12)	I received / I do not receive the net pay shown in the	pay snp.
	I am regularly given a meal break of hours from	m N to IPM
13)	I am regularly given a mean break of nones from	1 1 1 - 100% wight shift
14)	I work / I do not work / I sometimes work from 10	:00 p.m. to 6:00 a.m. and I am / I am not paid the 10% night shift
	differential pay.	
	hours of overtime	e work (work rendered in excess of 8 hours in a day):
15)	I render / I do not rendernours of over and	
	Dreij anj	
16)	I am paid / I am not paid for every hour of overtime	work rendered on:
10)	Ordinary Days :	
	□ Rest Days	
	☐ Special Days	
	Regular Days :	

### Republic of the Philippines DEPARTMENT OF LABOR AND EMPLOYMENT Regional Office No.



Labor Laws Compliance Assessment Checklist

Authority No. JA-2014-10-T40-JJ5

Instructions: This checklist shall be accomplished by the Labor Laws Compliance Officer (LLCO) with the participation of the duly authorized representative of employer and workers. Please put a check (v) mark in the appropriate column to indicate compliance with labor standards, if not applicable, put NA in the complied columns.

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10017	No. of Apprentices/Learners:						Prs:	Author	rized Capita		SEBA:											
	Employ	ment			Short-Term		A	Authorized Capitalization (As of the latest date of audit)  Number of Union:  Name of Union's Repri														
Age Group	Female	Male	Total		Casual/Seaso			Псы	eck if BMBE		NA	<i>y</i>			A Dura		тергезепто	Jone				
Below 15					Aliens Emplo				ssets (As of	the latest	riate of aud	it)	177	-	art :		End:	mornion has 100 age				
15-17 yrs.						(	0				NAC	-		-	-	ontracto		ractor, if applicable				
18-30 yrs. Above 30				No. of S	hlfts:	1		Туре	Micit	*******	1-102	Type of W	orkulace	-	□ Const			ner Service Provider				
Total	N	v	4	No. of V	Norkers/Shi	ift:	4		nt Assessmi	ent		-	-hazardous			ity Agend		ici del vice i lovidei				
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					Bus Drivers:				HS Investig				ly-hazardous	-		-		of the principal/s:				
				No. of C	Conductors:					sessment		The same of the same of	assessment									
Date of Last	Assessm	ent/Visit,	/Investi	gation:				Name o	of Employer	's Represe	entative:		1	Name	of Emplo	yees' Re	presentativ	e:				
								Le		Me	Tou	lana	it		10 0	THE		New Age of page 21				
Part II-A						-	GENERALI	ABOR	STANDA	RDS CO	MPLIAN	CEINDU	ATORS	. 4.								
										ista	ssessmer	nt				Fol	llow-up ass	ip assessment				
		Gener	al Labr	or Standa	rds (GLS)			C	OMPLIED	7	REQUIR	ED CORREC	TION	-	CORRECTED							
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		OMBI HOP	1st assessme		271031		COS	FO	low-up ass	essment
General Labor Standards (GLS)	YES	OMPLIED	Amount	Workers knoolved	Schedule of Correction	YES	NO	Date	Workers Benefited	Remarks/Status
3th Month Pay (P.D. 851) (not less than 1/12 of total basic salary earned	- 1	-	-	Rivolved	Constitution					
of month Pay (P.D. 651) (not less than 1112 of total basic salary earned within calendar year. Does not include COLA and other benefits not	/									
ntegrated as part of basic salary. To be paid not later than 24 December of	V	nt Chao	THE TOTAL	malica	HOU MAD		16.1			
each year.)		- 01-	12108-		The last of					
faternity Leave (R.A. 8282) (60 days for normal delivery/ 78 days for	-									
easarian section; benefit for first 4 deliveries, abortion/miscarriage)	4					-				
Paternity Leave (R.A. 8187) (seven days with pay including allowance for	~ /				1					
he first 4 deliveries; not convertible to cash)	V,	-		-						
Solo Parent Leave (R.A. 8972) (not more than 7 working days every year)	1	THA A	HVO	FIRE		1	(H	D. F.	G Sty	Milks min (M)
	V	-	-	1	+	+			15.00	Tallering in
Leave for Victims of Violence Against Women and their Children (R.A. 2022) (10 days with full pay)	1		The same							1141211111
Special Leave for Women (R.A. 9710) ( 2 months of leave with full pay	-	1	1			1				diel Eath
based on her gross monthly compensation due to gynecological disorder	1		ner ilmi		Andrew To			-		and the order of the last
surgery)	V									
Retirement Pay (R.A. 7641/R.A. 8558) (distinct and separate from SSS	1		1							and the Total In
benefits) Optional - age 60 but not more than 65 & 5 years of service,	1/		-			1			-	
Compulsory - age 65 & 5 years of service	V	-				-		-	-	
Service Charge (collected by most hotels, restaurants and similar						1		1	L vinite in	
establishments. 85% shall be distributed equally among the rank-and-file employees and 15% for management to answer for losses and breakages	W	N			1		10	1000		FULL
and for distribution to managerial employees at the discretion of	101	M								
management.)										
Records Keeping (Employment records e.g. payrolls, DTR kept at									Later and	
workplace for at least 3 yrs.)		1						-	-	
Time of Payment of Wages (wages shall be paid not less than once every 2	11		LT N		SI.					
weeks or twice a month at intervals not exceeding 16 days)	V	1		-	-	-	-		-	-
Expanded Breastfeeding Promotion Act of 2009 (R.A. 10028) Lactation	1	1				1				
Station/ Lactation Break	V	1		_	-	-	-	-	-	
Anti-Sexual Harassment Law (R.A. 7877)	1-	1			-	+	1	1	1	
Rationalizing the Implementation of Family Welfare Program (D.O. No. 56-	1	THE CO.	1000	100	Law 1	-				
03) Family Welfare Program and Family Welfare Committee (mandatory in						-	1	1	-	
establishments employing 200 & above workers)	1	-			- AV	-				
Alien Employment Permit (D.O. No. 97, s. 2009 as amended by D.O. No.	1	1								
120, s. 2012)	1						-	1		
Child Labor Law (R. A. 9231) Work Permit, employable age, work hours,	1									
hazardous works	-					1_		1		
Rules Implementing Articles 106 to 109 of the Labor Code (Department	11	IM								
Order No. 18-A, series of 2011)	11	11/1				T	T	T	1	T
Section 6. Prohibition against labor-only contracting (contractor has no substantial capital or investment, and employees are	1	1								
performing activities necessary or desirable to the operations;										
contractor has no control on the performance of work)					W					
Section 7, Other Prohibitions	-	-								
Contracting out results in the termination or reduction of	+			1	11/10					
regular employees and reduction of workhours or reduction or					TV.					
splitting of the bargaining unit.										
2. Contracting out of work with a "Cabo".										
Taking undue advantage of the economic situation or lack of	1	1							1 1 1 1	a lab ring privation pr
bargaining strength of the contractor's employees, or undermining								100	1	Married States
their security of tenure or basic rights, or circumventing the	1				NA			Carrier 1		April and the first
provisions of regular employment, in any of the following instances	1	-				-	-	-	-	
i. Requiring them to perform functions which are currently						1				
being performed by the regular employees of the principal;				-		-	-	-		
ii. Requiring them to sign, as a precondition to employment o	r				N.					
continued employment, an antedated resignation letter, a							1		1	
blank payroll; a waiver of labor standards; or a quitolaim			į.							
releasing the principal, contractor or from any liability as to	11				10		1			
payment of future claims.  4. Contracting out of a job, work or service through an in-house	-	-					1			
agency.					MUC					
Contracting out of a job, work or service that is necessary or	1	1								
desirable or directly related to the business or operation of the	1					-				
principal by reason of a strike or lockout whether actual or										
6. Contracting out of a lob, work or service being performed by	1									
union members when such will interfere with, restrain or coerce					1/					
employees in the exercise of their rights to self-organization as	1				M				1	
provided in Art. 248 (c) of the Labor Code, as amended.	-					-	-	-	-	
7. Repeated hiring of employees under an employment contract of										
short duration or under a Service Agreement of short duration with	1							1		
the same or different contractors, which circumvents the Labor Code provisions on Security of Tenure.			1							

, ,		,								-	_		_	
8. Requiring employees under a subcontracting arrangement to														
sign a contract fixing the period of employment to a term shorter														
than the term of the Service Agreement, unless the contract is														
divisible into phases for which substantially different skills are required and this is made known to the employee at the time of	2			1										
engagement.	1													
Refusal to provide a copy of the Service Agreement and the		-		-		-			+	1	+	1	-	 
employment contracts between the contractor and the employees														
deployed to work in the bargaining unit of the principal's certified														
bargaining agent to the sole and exclusive bargaining agent													1	
(SEBA).														
10. Engaging or maintaining by the principal of subcontracted				+		+	-		-	+	+	-	-	 
employees in excess of those provided for in the CBA or as set by														
the Industry Tripartite Council (ITC).											1			
Section 8. Rights of contractor's employees.	-	-		-		-			-	-	-	-	-	 
		-		+-		-			-	-	+	-	-	 
a. Safe and healthful working conditions;		-		-		-	-		-	-	+	-	+-	 
b. Labor standards such as but not limited to service incentive													-	
leave, rest days, overtime pay, holiday pay, 13th month pay, and separation pay as may be provided in the Service Agreement or											-	+	-	
under the Labor Code;									-		1			
c. Retirement benefits under the SSS or retirement plans of the	-	-	1	-	di	-			-	1	+	-	-	 
contractor, if there is any;			111	1			-						-	
	-	1	W	*		-			-	1	-	+	-	 
d. Social security and welfare benefits;		1-	1	M		-			-	+	-	-	-	 
e. Self-organization, collective bargaining and peaceful concerted														
activities; and		-		-		-				-	+			 
f. Security of tenure.		-		-					-	-	-		-	 
Section 9. Required Contracts (Standard Computation and										1				
Standard Service Agreement)	-	-		-		-			-	-	+-	-	-	 
a. Employment Contract (contractor and employee)		-		-		-			-	-	-	-	_	 
<ol> <li>The specific description of the job, work or service to be</li> </ol>														
performed;	-	-		-		-			-	-	+	-		 
ii. The place of work and terms and conditions of											-			
employment, including the wage rate applicable; and								-			1	1		 
iii. The term or duration of employment that must be co-										1				
extensive with the Service Agreement or with the specific										1				
phase of work for which the employee is engaged.		-												 
b. Service Agreement (principal and contractor)														
i. The specific description of the job, work or service being														
subcontracted.				-										 
ii. The place of work and terms and conditions governing the														
contracting arrangement, to include the agreed amount of the														
services to be rendered, the standard administrative fee of not less		11		-		-			-		-			
than 10% of the total contract cost.		1												 
iii. Provisions ensuring compliance with all the rights and benefits of														
the employees under the Labor Code and existing Rules.		10												 
iv. A provision on the Net Financial Contracting Capacity of the														
contractor, which must be equal to the lotal contract cost.											-			 
v. A provision on the issuance of the bond/s renewable every year.														 
vi. The contractor shall directly remit monthly the employers' share		10												
and employees' contribution to the SSS, ECC, Philhealth and		10				-				-		-		
Pagibig.	1	-		-							-			 
vii. The term or duration of engagement. The Service Agreement		1												
must conform to the DOLE Standard Computation and Standard		1												
Service Agreement, which form part of these Rules as Annexes "A"	1	-		-		-			-	-		-		 
Section 14. Mandatory registration of contractor/ subcontractor		1												 
Section 22. Semi-annual reporting								-						 
Section 30. Presentation of contract/service agreement														 
ules Implementing Article 25 of the Labor Code (Rules and Regulations	11													
overning Private Recruitment and Placement Agency for Local														
mployment)	-	-		-			-			1				 
License to Operate	+	-		-					-	+-	-	-		 
Authority to Recruit	+-	+		-		-		-	-	-	-	-	-	 
Authority to Operate Branch Office  Prohibited Acts under Article 34 of the Labor Code and other	+	-		-		-		1						 
pertinent provisions on the PRPA Rules		11	- 0											
Submission of Monthly Reports	1	1												
lexible Work Arrangements (Dept. Advisory No. 2, Series of 2009)	11	1												
ocial Amelioration Program (R.A. 6982)	1													
porenticeship/Learnership Program (duly appproved by TESDA)	TI	I			man for any									 
WD (Persons with Disability) Accessibility in support of BP 344								-				-		 
rovisions for Night Workers - R.A. 10151/ D.O. 119-12 (Health-	1				T. F. H.		Prints	PAR		- Dic				
ssessment, Mandatory Facilities, etc.)	-	1	1					-						 
Social Security Act of 1997 (R.A.8282 as amended) Registration and			1/	1										
Remittance	-	-	-					-	-	-	-	-	-	 
Coverage	1		1/						1		1			 

/ S least at a paster a particular form.	0									
struction Heavy Equipment Operator TESDA Certified										
struction Safety Signages struction Heavy Equipment (CHE) Teating										
E Approved Construction of Safety and Health Program						-				
istration with Philippline Contractors Accreditation Board (PCAB)	-					-		-		
and activities)										
d. Annual Medical Report (health record of program										
(whether or not there is an accident)									-	
(for every accident) (for every eccident)	-					_				
b. Employee's Work Accident/Illness Exposure Data	-	- 1				1				
a. Minutes of Meeting of SHC						-		-		
nistrative Reports on Safety and Health	-									
gency Medicines nuing training related to Occupational Safety and Health										
c. Hospital	-					-				
b. Clinic					-		-			
a. Treatment Room								1		
cal Facilities (treatment room, clinic, hospital)										
d. Dentist										
С. Рhysiclan										
a. First-aider b. Nurse										
h Petsonnel	-									
b. Safety Practitioner										
a, Safety Officer			-					-		
y Personnel										
y and Health Organization (according to number of employees)				T		1	T	T	- 1	
c. Washing facilities	<b>N</b>			-						
b. Supply of potable water	1								-	
a. Separate toilet	1							-	-	
sal harm) nal Fadillites	1	-								
minent Danger Situation (condition that could cause death or sedous							1			
r Office Spacing (between workers and machines)	1									
e Machine Guarding (ralling or casing of moving parts)	1									
rotection Equipment/Facilities (water tank, fire extinguisher, conduct drill)	1									
nal Protective Equipment (provision and appropriate training)	10					-+				
Environment Measure	1-					-				
ve ventiletion)										
ne Contaminant Control (provide PPE, improve technical process,	1									
ion Exposure Control (provide PPE, examination of work area)	//									
r Ventillation (provision of natural or artificial air supply)	//									
Pollution Control (provide appropriate PPE or isolation of work area)	1									
ate Lighting (in Work Areas, in aisles and passageways)	1									
Disposal System (waste receptacle and its removal; drainage	1		Andrew Strate, Strategic St. Strategic St.							
als Handling and Storage (appropriate labels, doltling and storage)	1									
eucy Exits (2 per floor with no obstructions)	1					-				
Housekeeping (conditions of floors, walls and storage rooms)	1/		a page a management of the second							
(s6uppe	11			-		-	-		-	
angis diw bne ingied bne dibiw indicient with signs are Alasia at	/									-
ration of Establishments (Rule 1020, OSHS)		/1		88415						
Occupational Safety and Health Standards (OSHS)	AER CO	NO NO	Regularka	Morkers FD CORREC	TION Schedule of Correction	<b>LES</b>	ON	Date	atexhol/ baffactad	Remarks/Status
L.a-			remassasa tat	ħ		m)cas		Foil	esse dn-mol	quewsse
Remittance		1				1	2007.4		Ť	<u> </u>
Coverage  Such remittence		10								
ien Health Insurance Act of 1995 (A.A. 7875 as amended) valion and Remittance										
Remittance						1	1		-	
alion and Remillance Coverage		1				1				
egnettimed has notted		//								
Development Mutual Fund Law of 2009 (R.A. 9579 as amended)	1				1					

Compliance with the Maritime Labour Convention of 2006 rovision 1.4: Seafarer's Recruitment and Placement)							tra repl	Variation I a	ert-ge G a to d
an ISO certified (identify certifying body)						_			
an MLC 2006 certified compliant (identify certifying body)									
Information service on the No Placement Fee Policy  Documentation of procedures for registration, recruitment, selection and deployment of seafarers				- V			2 1 7 2 1	52 1159 125	
Endorsement only of pre-selected seafarers for medical examination to DOH accredited hospitals/clinics duly designated by the company/manning agency without cost			in the day to				1-10 (Alma)	may it is	(6.55) Inquite
to the seafarers  Employment/deployment only of seafarers that: (a) have passed the qualification requirements of the employer; (b) have passed the prescribed medical examination; and (c) possessed valid certificates of competency/proficiency for duties on board ship									
Maintenance of confidential registry of recruited seafarers which contains, among others: (a) Personal Data; (b) Qualification/Competencies; (c) Record of Employment; and (d) Medical Data relevant to employment	YN	h							
Employment only of qualified recruitment and selection staff with releavant sea service experience and have relevant knowledge of the maritime international instruments on training, certification and labour standards				milion)			er-n	Mediane's	
Implementation of the Standard Employment Contract (SEC) for all recruited and deployed seafarers									
Orientation of seafarers of their rights and duties under the SEC and CBA where applicable									
Maintenance of an in-house grievance machinery unit to respond to complaints of seafarers and their families				1,1					eredos atalia escuencia es
Implementation of a PDOS program pursuant to the standards prescribed by the OWWA, including the information regarding possible problems that may be encountered when employed on ships that files the flag of a state that has not ratified the convention.									constants and
implementation of a Special PDOS specific to principals'/employers company policies and ships' technical information/requirement (Indicate, if any)				africos a vivie					\
Part IV FINDINGS ON OCCUPATION FINDINGS ON OCCUPATION Dangerous Occurences		D HEALTH IN			e.osi	HS. Vlol	ation in Pla	in View	
*See Attached Government Safety Engineer's Accident Investigation Report					To Property	20000	21 Mar 5 Walter 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		14
Part V SUMMARY OF EMP	PLOYERS' PLAN	N OF ACTION	a a arroga		- 104	Zigori.	Maria Alban	// Elen/USA	
Will correct all goted deficiencies. Report on corrections/restitution later than	ns shall be submi	itted to the Reg	ional Office n	ot					
Note: Use separate sheet for details (FORM 8)	·	1 1 1 1 1							

Construction Worker's Skills Certificate for Critical Occupations	-	-	, 1										
Suidelines for the Implementation of a Drug-Free Workplace Policies and			/							MINER	dimment medal and		
Programs (D.O. No. 53-03)		V	1		-								
Suidelines for the Implementation of HIV and AIDS Prevention and Control in the Workplace Program (D.C. No. 102-10)		1	/,								WEST BUILDING SERVICE		
Guidelines for the Implementation of a Workplace Policy and Program on Hepatitis B (Dept. Advisory No. 05, series of 2010)		1	1								Amen's mental and the		
Suidelines for the Implementation of Policy and Program on Tubercolisis Prevention and Control in the Workplace (D.O. 73-05)		1						2		A table V	STORY OF THE WORLD STORY		
Part II-B.2 Occupational Safety and Health Standards-Technical	Bafety (	Complia	ance In	dicators (Applic	able in indu	strial, factor	y, manu	facturin	g and aç	ricultural e	nterprise)		
COMPLIANCE INDICATORS	1st assessment							Follow-up assessment					
	COMPLIED		D	REQUIRED CORRECTION				COL	RECTED				
	YES	N	0	Remarks	Workers involved	Schedule of Correction	YES	NO	Data	Workers Benefited	Remarks/Status		
Boiler - permit to operate	-												
Pressure Vessel - permit to operate	1	1				-	-						
Internal Combustion Engine - permit to operate	-	1			-	-	-		-	-			
Elevators and other Related Equipment - with permit to operate	_	-			-		-		-				
Power Piping Lines Inspection - permit to operate Crane and Hoist Equipment - permit to operate		-				1							
Turbine - permit to operate		-									CONCERN TO THE REAL		
lectrical Wiring Installation Inspection (Rule 1210) (Cert. of electrical inspection)											r mysly o wron		
Part III POEA COMPLIANCE INDICAT	ORS FO	OR RE	CRUIT	MENT/MAN	NING AG	ENCIES			123				
A Company of the Comp	- NEW 2013	1		1st assessme		and the second second			and an in-	llow-up as			
. COMPLIANCE INDICATORS	COMPLIED			REQUI	REQUIRED CORRECTION			co	RRECTE	)	Daniel Inches		
	YES	1	10	Remarks		of Correction	YES	NO	T	Date	Remarks/Status		
	1EG	1	- CONTRACTOR	Moting No.			-	-	-	MICHIGANIA EN LA			
Office Layout & Measurement (at Least 100 sq. m.)		-			-		-		-				
Notarized Contract of Lease (Indicates validity period, name of the agency as the lessee, complete address, office space measurement, use of premises, authorized signatories)			101	10-						yenlda Maria			
Facilities and Equipment		4	10	118									
Basic communication facilities (Telephone, fax machine, computer w/ internet)			0										
Tables & chairs (Proportionate to no. of personnel & clients)										of State of			
Office personnel if registered w/ POEA													
Requirements for renewal & annual inspection										ight in	a marina valamba saya		
Books of accounts (cash receipts book & cash disbursements book duly registered w/ the BIR, and indicating income & expenses of the agency)									OID.	540			
Official receipts duly registered w/ the BIR indicating permit number													
Latest SSS/Philhealth/Pagibig proof of payment (for seabased agencies)													
Posting of company signboard, valid license, POEA door sticker, Kaukulang Bayad poster, organizational chart & Anti						n Hook		legg!					
Job openings/vacancies posted within the agency premises (sec 1 & 2 Rule V (SB) & VII (LB) part II of POEA rules													
Interview applicants to check position applied for, status of application, amount/fees charged, nature of charges & other terms & condition of application/employment													
Latest audited financial statements (for annual inspection)													
Presence and Purpose of Foreigner in the agency's premises													